CHAPTER VII

COMPARISON OF JOB SATISFACTION WITH ATTITUDE TOWARDS TEACHING AMONG MALE AND FEMALE TEACHER EDUCATORS.

The relationship of job satisfaction with attitude towards teaching among male and female teacher educators has been examined in this chapter to test the following hypotheses:

2 (a) There is a significant positive relationship between Job Satisfaction and Attitude towards Teaching among male and female teacher educators.

2 (b) Significant difference does not exist in the relationship of Job Satisfaction with Attitude towards Teaching among male and female teacher educators at high, low and average level of satisfaction.

2 (c) There is a significant positive relationship between Job Satisfaction and Attitude towards Teaching among male teacher educators.

2 (d) There is a significant positive relationship between Job Satisfaction and Attitude towards Teaching among female teacher educators.

1 Relation of job satisfaction and attitude towards teaching among male and female teacher educators (Total Sample)

Product moment correlations were worked out between job satisfaction and attitude towards teaching. The value of correlation is presented in table 7.1.
Table 7.1

Relation between job satisfaction and attitude towards teaching of male and female teacher educators (Total Sample). (N = 200)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Variables</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.0456 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 0.138

Table 7.1 shows that the value of r between job satisfaction and attitude towards teaching for total sample is 0.0456 which is positive but not significant. It is near to 0.138 (0.05 level of significance). This finding leads to the partial confirmation of hypothesis 2 (a) which states that "There is a significant and positive relationship between Job Satisfaction and Attitude towards Teaching among male and female teacher educators.

Thus there is positive but not significant relation between job satisfaction and attitude towards teaching among male and female teacher educators.

Earlier Singh, H.L. (1974); Chen (1977); Goyal (1980); Reddy, B.P. (1989); Naik, G.C. (1990); Sharma (1991); Babu, Ram Mohan (1992); Lal, Mohan (1994) and Kulsum (1999) also found positive correlation between job satisfaction and attitude towards teaching.

II Relationship of job satisfaction and attitude towards teaching among male teacher educators.

Correlation was worked out between job satisfaction and attitude towards teaching using product moment method. The value of correlation is presented in the table 7.2
Table 7.2

Relationship of job satisfaction and attitude towards teaching of male teacher educators. (N = 100)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.123 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 0.196

Table 7.2 shows that the correlation between job satisfaction and attitude towards teaching for male teacher educators is 0.123 which is positive but not significant. It is near to 0.196 (0.05 level of significance). This leads to the partial conformation of the hypothesis 2(c) which states that "There is a significant positive relationship between Job Satisfaction and Attitude towards Teaching among male teacher educators."

Thus there is positive but not significant relation between job satisfaction and attitude towards teaching among male teacher educators.

II. Relationship of job satisfaction and attitude towards teaching among female teacher educators.

Product moment Correlation was worked out between job satisfaction and attitude towards teaching and the value of correlation is presented in table 7.3

Table 7.3

Relationship of job satisfaction and attitude towards teaching among female teacher educators. (N = 150)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.034 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 0.161

Table 7.3 shows that the correlation between job satisfaction and attitude towards teaching for female teacher educators is 0.034 which is positive but not significant. The value of correlation is near to 0.161 (0.05 level of significance).
This finding leads to the partial confirmation of the hypothesis 2 (d) which states that "There is a significant and positive relationship between Job Satisfaction and Attitude towards Teaching among female teacher educators."

Thus there is positive but not significant relation between job satisfaction and attitude towards teaching among female teacher educators.

![Fig. 7.1 Relation between JSS and ATT](image)

A=ATT of Male and Female teacher educators
B= ATT of Male teacher educators
C= ATT of Female teachers educators

Figure 7.1 on the basis of tables 7.1, 7.2 and 7.3

IV Relationship of job satisfaction and attitude towards teaching among male and female teacher educators (High, Average and low level of satisfaction.)

As discussed in chapter VI, in order to find out the relationship of job satisfaction and attitude towards teaching among male and female teacher educators at different levels of satisfaction, teacher educators were classified into three groups on the basis of their scores on job satisfaction (High, Average and low level of job satisfaction groups). Then the product moment correlations were worked out between job satisfaction and attitude towards teacher among male and female teacher educators for high, average and low levels of job satisfaction and
the values of correlations are presented in tables 7.4 and 7.5, 7.7 and 7.8, and 7.10 and 7.11 respectively. Then in order to ascertain whether a significant variation exists in the relationship of job satisfaction with attitude towards teaching at different levels of job satisfaction, r's were converted into Z functions and the significance of difference between r's among the two groups of teacher educators at high, average and low levels of job satisfaction are presented in tables 7.6, 7.9 and 7.12

(A) High job satisfaction group.

Table 7.4

Relationship between job satisfaction and attitude towards teaching among male teacher educators. (N = 29)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.013 NS</td>
</tr>
</tbody>
</table>

0.05 level of Significance = 0.311

Table 7.5

Relationship between job satisfaction and attitude towards teaching among female teacher educators.

(High job satisfaction group) (N = 43)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>-0.114 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 0.303

Table 7.4 shows that the correlation of job satisfaction and attitude towards
teaching among male educators is 0.013 and the corresponding correlation for female teacher educators is -0.114 (vide table 7.5). These values of r's were converted into z functions and shown in table 7.6.

Table 7.6
Significance of difference between r's of job satisfaction and attitude towards teaching among male and female teacher educators.

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>CR</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.405 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 1.96
0.01 level of significance = 2.58

For the high job satisfaction group significant difference does not exist between r's of job satisfaction and attitude towards teaching among male and female teacher educators because the values of CR indicating the significance of difference between r's of job satisfaction and attitude towards teaching fails to reach 0.05 level of significance (vide table 7.6)

This implies that there is no significance difference between job satisfaction and attitude towards teaching among male and female teacher educators at high job satisfaction level.

(B) Average level of satisfaction.

Table 7.7
Relationship between job satisfaction and attitude towards teaching among male teacher educators.

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.410*</td>
</tr>
</tbody>
</table>

*Significant at 0.01 level = 0.264
Table 7.8

Relationship between job satisfaction and attitude towards teaching among female teacher educators.

(Average job satisfaction group) (N=43)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.100 NS</td>
</tr>
</tbody>
</table>

Significance level of 0.05 = 0.209

Table 7.7 shows that the value of r for job satisfaction and attitude towards teaching among male teacher educators is 0.410 and the corresponding value of correlation for female teacher educators is 0.100 (vide table 7.8). These values of r's were converted into z function and is shown in table 7.9

Table 7.9

Significance of difference between r's of job satisfaction and attitude towards teaching among male and female teacher educators.

(Average level of job satisfaction)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>CR</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>1.608 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 1.96

0.01 level of significance = 2.58

Table 7.9 reveals that for the average job satisfaction group, significance difference does not exist between the r's of job satisfaction and attitude towards teaching among male and female educators because the value of CR indicating the significance of difference between r's of job satisfaction and attitude towards teaching fails to reach the 0.05 level of significance. Thus, there is no significant variation in the relationship of job satisfaction and attitude towards teaching among female teacher educators.
teaching among male and female teacher educators at average job satisfaction level.

(C) Low job satisfaction group.

Table 7.10
Relationship between job satisfaction and attitude towards teaching among Male teacher educators.

(Low job satisfaction group) (N = 31)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>0.060 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance is = 0.305

Table 7.11
Relationship between job satisfaction and attitude towards teaching among female teacher educators.

(Low job satisfaction group) (N = 44)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>-0.315*</td>
</tr>
</tbody>
</table>

*Significant of 0.05 level = 0.296

Table 7.10 shows that for the low job satisfaction group of male teacher educators the value of r between job satisfaction and attitude towards teaching is 0.06 and the corresponding value for female teacher educators is -0.315 (vide table 7.11). These values were converted into Z functions and presented in table 7.12.

Table 7.12
Significance of difference between r's of job satisfaction and attitude towards teaching among male and female teacher educators.

(Low job satisfaction group)

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Measure</th>
<th>CR</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATT</td>
<td>1.086 NS</td>
</tr>
</tbody>
</table>

0.05 level of significance = 1.96
0.01 level of significance = 2.58

Table 7.12 reveals that for the low job satisfaction group, significance difference does not exist between the r's of job satisfaction and attitude towards teaching among male and female teacher educators because the value of CR indicating the difference between r's of job satisfaction and attitude towards teaching fails to reach the 0.05 level of significance. Thus there is no significant variation in the relationship of job satisfaction and attitude towards teaching among male and female teacher educators at average job satisfaction level.

The findings presented in (A), (B) and (C) lead to the confirmation of hypothesis 2(b) that "Significant difference does not exists in the relationship of Job Satisfaction with Attitude towards Teaching among male and female teacher educators at high low and average level of satisfaction."

Significance of difference between r's of job satisfaction and attitude towards teaching fails to reach any level of significance at all the three levels of job satisfaction i.e. High, low and average.
Fig. 7.2 Significance of difference between r's of JSS and ATT

A = Critical Ratio (CR) of High JSS Group
B = Critical Ratio (CR) of Average JSS Group
C = Critical Ratio (CR) of Low JSS Group

Figure 7.2 on the basis of table 7.6, 7.9 and 7.12

A = Critical Ratio (CR) of High JSS Group
B = Critical Ratio (CR) of Average JSS Group
C = Critical Ratio (CR) of Low JSS Group

Figure 7.2 on the basis of table 7.6, 7.9 and 7.12